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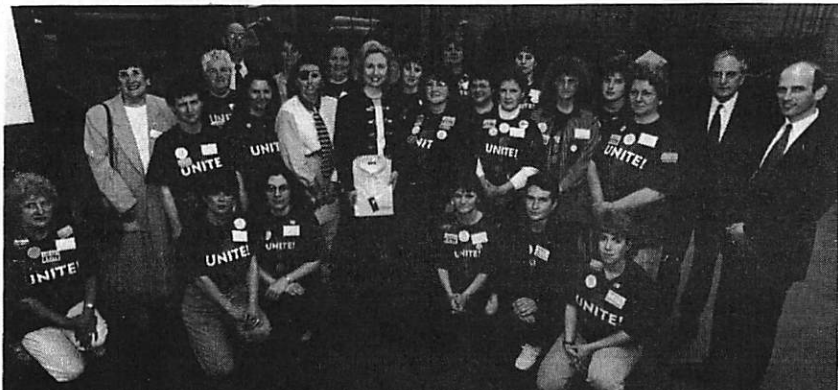
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JUNE/JULY '96

OFFICIAL UNION NEWSPAPER FOR MAINE STATE BUILDING & CONSTRUCTION TRADES COUNCIL, AFL-CIO



Members of UNITE Local 486 from the Hathaway Shirt Plant met with the First Lady, Hillary Rodham Clinton, in Portland recently to discuss the closing of the Waterville plant by Warnaco Corp. They were joined by Mayor Ruth Joseph, Michael Cavanaugh, UNITE Business Manager, Former U.S. Senator George Mitchell, and U.S. Congressman—second district, John Baldacci.

UNITE FIGHTS TO SAVE HATHAWAY & JOBS

UNITE members at the Hathaway Shirt Plant in Waterville, Maine, have waged a high-profile battle to save their jobs and 159 year old tradition of Maine-made hathaway shirts.

Since the initial announcement on May 6 by parent corporation WARNACO, the Hathaway workers have made their plight and the case for continued employment known nation-wide. From a rally on the front lawn of the plant with Governor King, to a meeting with First Lady Hillary Clinton, the women of Hathaway have had their voices heard. They have spoken proudly of their quality, tradition and improved productivity, and have asked for an

opportunity to rebuild the Hathaway name as the finest quality dress shirt in America. The story of their struggle and their commitment has been covered widely from CBS or CNN to TIME Magazine and the New York Times.

At press time we have a hope, with a local Maine investment group headed by former Governor McKernan working to put together a buy-out plan. UNITE Local 486 has held an initial meeting with Gov. McKernan, Michael Liberty and Kevin Mahaney to express our support for a realistic buy-out plan that will transfer ownership from WARNACO and retain good union jobs in Maine.

It is increasingly difficult to survive as a domestic apparel manufacturer, in the face of increasing low-wage competition. Too many large corporations satisfy stockholders by seeking the cheapest available labor in Third World countries where workers are exploited and have no effective representation. When the competition can produce shirts for 40 cents per hour, its difficult to make it in Waterville Maine with good wages and benefits.

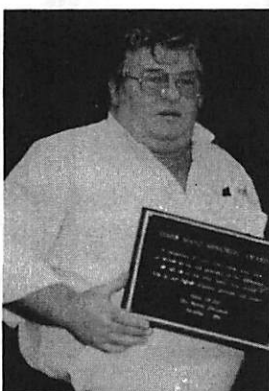
Whatever the outcome of this effort, the union members at Hathaway are proud of their effort to stand up and fight for their jobs. We are proud to be part of this new labor movement, fighting for our future.

Fairfield Man One Of Three This Year Named To National Apprenticeship Hall Of Fame

A Fairfield man has been named to the United States Apprenticeship Association's National Apprenticeship Hall of Fame.

Lawrence W. Carr, Jr., 53, a longtime ironworker in Maine, was selected for the honor in April by the USAA, based in Eugene, Oregon. Carr, the first recipient ever from Maine, was one of just three people nationwide to be named this year. The others selected are John C. Hansen, of Brooklyn Center, Minn., and Peter Marzec, of Pearl River, N.Y.

The three will be inducted on September 19, 1996 in Williamsburg, Virginia at the conference of the National Association of State and Territorial Apprenticeship Directors. Their names will be inscribed on plaque that is displayed at the U.S. Department of Labor in Washington, D.C.



Larry Carr

Carr retired in 1995 after a career that spanned four decades. After earning his journeyman's certificate in 1969, Carr became an active member of the International Association of Bridge, Structural and Ornamental Iron-

workers, Maine Local #496, based in Clinton, Maine. In addition to his regular work, Carr for many years served as an apprenticeship instructor and training coordinator for Local #496.

Carr's commitment to his field and to apprenticeship earned him, in 1988, Governor John McKernan's appointment to the Maine State Apprenticeship and Training Council, where he served as a labor representative for eight years.

Larry's contributions to the apprenticeship system are universal," said Pearly A. Lachance, the Director of Apprenticeship Training for the Maine Technical College System, and Carr's nominator for the honor. "Apprentices had a role model in Larry," Lachance added. "He stressed skill and safety, and he encouraged apprentices to contribute to

Continued on Page 5

America Needs A Raise Now

By Charles O'Leary
President
Maine AFL-CIO

As the recent presidential political primaries showed, more and more workers are becoming aware of and concerned with their growing economic insecurity.

And it's more than just insecurity. It's a high degree of unfairness.

Economic data show that, after sharing in the struggles of the last decade characterized by economic recession, workers in this country are not getting a fair share of the benefits now that the economy has returned to a more prosperous level.

Focus On Problem

In June the AFL-CIO will sponsor an "Maine Needs a Raise" event in Portland. It will help to focus public attention on the economic problems of American workers.

The facts are made clear by a recent study by the Economic Policy Institute. The study found that, although profit rates hit a 25-year high in 1994 (and neared a 40-year record) wages have continued to fall or stagnate.

The bottom line in the studies and statistics is that the vast majority of American families are no better off economically in 1995 than they were in 1989 - and some are much worse off.

Family Values Hurt

We hear a lot of talk about "family values" but we hear little about increasing work loads, spending less time with children, forcing both parents to work and facing inadequate day care, inability to save for college or for old age. The list is long but little discussed as economic instability and low wages threaten and erode family life.

Family living standards have been in steady decline and the middle class is well on its way to disappearing completely in large part because there has been a transfer of profits from workers to corporations.

Smoke Screen

If we would listen to corporate America, we hear an endless chant

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Maine Needs A Raise.
The "Maine Needs A Raise" event will be held following the COPE Convention at 2 p.m., Saturday, June 15 at the Luther Bonney Auditorium at the University of Southern Maine in Portland. It is sponsored by the Maine AFL-CIO, the Catholic Diocese of Portland, the Coalition for Economic Justice and other organizations. We urge all workers to attend.

SAFE JOBS: Keep The Promise Alive

by Stephen C. Perry
Representative of the General President
United Brotherhood of Carpenters
Worker's memorial Day
Hall of Flags, State House
Augusta Maine

Twenty five years ago, our 71st Congress found that the carnage in the American workplace was totally unacceptable. Congress recognized the burdensome cost and suffering imposed on the public by the personal injuries, illnesses and deaths in the workplace. Our elected representatives declared that it was the purpose and policy of the Congress of the United States of America "...to provide for the general welfare, to assure so far as possible every working man and woman in the Nation safe and healthful working conditions and to preserve our human resources—by authorizing



(Shown L-R) Governor Angus King presents to Charles O'Leary, President of the MAINE AFL-CIO, a proclamation in honor of Workers Memorial Day.

the Secretary of Labor to set mandatory occupational safety and health standards... by providing for an effective enforcement program..."

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CHARLES E. HURLEY

There's still not much work in the building trades. Guess it's a good time to get going on the Quoddy. Of course we can't expect any help from our members of Congress. They are too busy in their campaign to stay in office. None have agreed to a limit of one office for each member. It's ridiculous that they each have six offices in the state. A lot of money could be saved by limiting to one office.

However Ed Muskie did make a great effort to build the Quoddy. When he was in the first month in the Senate, I wrote to him urging building Quoddy. I was working on the Seaway project. There was very little work in Maine at the time.

I was on the Seaway for eight months. Muskie got busy right away and got \$3 million to get the project going. However they tied in the Lincoln Dam and that

spoiled the entire project.

New technology gained from the tidal project in France makes Quoddy much more feasible. That project has proven to be very productive.

We need a promoter like Robert Moses. He promoted the Seaway the New York World's Fair and Parks and Parkways around New York City. He was no politician but he did run for governor against Helman.

The Governor's plan for dioxin is for too long a term. Our Legislature must, without delay, enact a law forbidding the dumping of any harmful substances into the rivers or other waters of the state. There must be heavy fines for violations.

Last week I spent the afternoon at camp. I didn't feel very ambitious to rake leaves or take the boat and troll or flycast.

I just sat in a chair by the shore and threw out a line with worms. Lazy fishing, I call it. But I did enjoy the scenery.

The cataract operation makes everything look so beautiful. I sat and watched the redwing blackbirds and soon a loon came into the cove. He greeted me with his yodel call and we chatted a bit till he took off down the lake, I got a tug and reeled in a nice 9 inch trout. I later caught two more trout and a large white perch. So I did have a few delicious meals, with dandelion greens and fiddleheads and fresh rhubarb sauce. I was thinking of all the beautiful places along the Androscoggin River where a person can lazyfish and catch trout or bass. Let's get the rivers cleaned up so we can eat such catches.

A Raise Now

Continued from Page 1

of "global competition." The theme is, "We have to keep wages low because we are competing with low cost labor around the world. This is a deceptive smoke screen that workers need to blow away. The after-tax profit in the business sector hit 7.5 percent in 1994 - this is almost twice the 3.8 percent annual average profit rate posted by business from 1952 to 1979.

If American corporations had shared their new wealth with workers from 1989 to 1994 at the same rate that they shared profits from 1952 to 1979, American workers would have earned at least a modest amount more instead of having their backs to the wall and facing steadily declining total family income.

In real (inflation adjusted) terms, the average wages of male workers have dropped by one percent a year since 1989. As a whole, the bottom 80 percent of the male work force and the bottom 70 percent of the female work force have seen wages either stagnate or fall since 1989.

Put Profits First

There once was a tacit understanding between capital and labor that, if profits were growing, wages would grow along with the growing, prosperous economy. This agreement no longer exists. It has been torn to shreds by a new era in business-labor relations.

By and large corporate America has adopted the attitude that what counts is short-term, bottom-line profits. Toward this end, business has closed factories and laid off tens of thousands of workers in massive and, in many cases completely unnecessary, "down sizing." And, while corporate profits, stock prices and executive pay have sky rocketed, workers have been consistently short changed.

CEO Pay Surges

The Wall Street Journal reports that last year the heads of about 30 major companies received compensation that was 212 times higher than the pay of the average American employee. That is a nearly five-fold increase in executive pay since 1965 when CEOs were paid 44 times more than average employees.

Business Week reports that the average salary and bonus for a chief executive rose by 18 percent last year - while white-collar professions averaged a 4.2 percent gain and factory employees got a

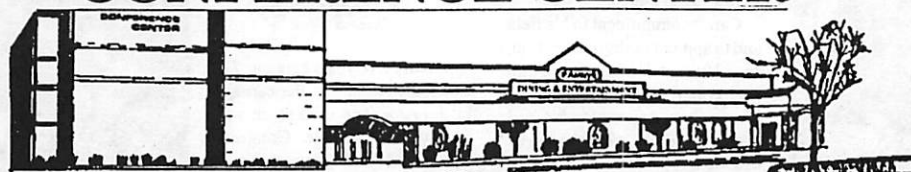
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You Don't Say . . .

We warmly welcome "letters to the Editor" to be published in the Labor Record. Because of space constraints, we often shorten letters. Those not published cannot be directly acknowledged, but we value the interest and comment of our membership, advertisers, readers, and friends.

Letters should be legible and include your name, home address and telephone number. Please mail to *You Don't Say*...Labor Record, P.O. Box 1523, Windham, ME 04062.

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America Needs A Raise Now

Continued from Page 2

1 percent raise. The inflation rate was 2.8 percent. Obviously, average workers are falling further and further behind.

Not Sour Grapes

The focus on corporate pay is not just "sour grapes" on the part of labor. It has become one major symbol of a system that is thoroughly fouled up. Anger over economic injustice and inequity and fears over job security have moved from the workplace to the political arena as workers ask such basic questions as whether or not it is right for a chief executive to make four million dollars in stock options by laying off 10,000 workers.

There is unprecedented unrest. Even such mainstream national magazines as Newsweek have run cover stories with mugshots of chief executive officers and a headline reading: "Corporate Killers."

Labor Secretary Robert Reich said that 25 years ago, most chief executive officers believed they

had equal responsibilities to their customers, communities and share holders. This view is rare today, he said.

Broken Social Contract

Lester Thurlow, professor of economics and management at MIT, said, "The business community has certainly broken the post-World War II implicit social contract. In the past, if you were making a lot of money, there was an implicit deal that your employees would get some of it."

In company after company, all making robust profits, thousands of jobs have been cut, employees have been pushed for wage cuts and give backs in vacation, sick leave, health care and other benefits.

Contract Out

On top of short changing workers, hundreds of corporations have over the last decade or more advanced into the cost-cutting trend of contracting out formerly in-house functions and replacing full-time workers with temporary workers - low paid and virtually without any benefits. In the rap-

Local # 567



UPPING THE ANTE

by Gene Ashley Ellis
Organizer for Local 567

CRIME AND PUNISHMENT: The NLRB Hearing in the case of 3-E Company and Local 567 was held on April 25th. We can expect a ruling in a couple of months. Next up, Don's Electric in July. As you can see, the back pay check settlement from TAD Technical and Hague Interna-

idly growing service sector, corporations have powered their way to high profits on junk jobs" - those with few skills, little or no train-

Continued on Page 7

tion is in hand. Let me remind you that in this case the check is just for lost wages, there are no punitive damages allowed here. Let me also remind everyone that the real victory in this case is the two new members of Local 567 that resulted from my being on that job for only three and one-half hours.

SEARCHING EVERYWHERE: Even though CIANBRO has hundreds of local union applications since February and March they still need more and are even advertising in New Hampshire and Massachusetts newspapers. How do they think they are going to get local work by advertising out of state? Every union tradesperson should be applying after talking to their Organizer or Business Manager. It is also very important that all applicants keep their applications current, especially phone numbers where CIANBRO can reach you. The Phoenix Project needs UNION LABOR. This Local is involved in coordinating efforts

with other locals and Building Trades in several other states where CIANBRO has projects. This gives us hope that CIANBRO may yet be shown the wisdom of being a fair contractor.

RUMORS OF THE UNCONFIRMED KIND: CIANBRO may have given it's electricians a dollar an hour raise plus promised them another dollar an hour bonus if they stay on the Phoenix Project until the layoff. If true we'd like to take our share of the credit for helping to increase the standard of living for CIANBRO workers. CIANBRO is "upping the ante" for all nonunion electrical contractors. Will northeast industrial and the others follow suit to stay in the game?

POINTING TO THE OBVIOUS: The simple solution to the problems and uncertainties of CIANBRO, Northeast Industrial and all the other problems regarding qualified manpower resides in a union agreement. We know that, and they know that.

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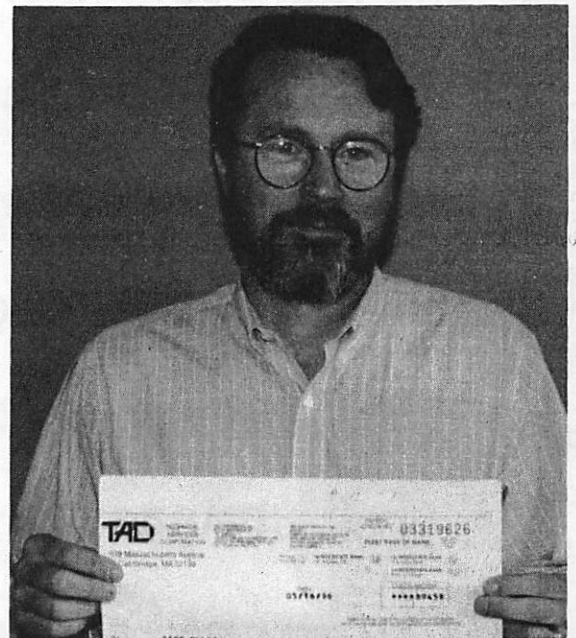
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Endorsed by Maine Building & Construction Trades Council
& The Maine AFL-CIO

SENATE DISTRICT 7: Alton, Burlington, Edinburg, Enfield, Glenburn, Greenbush, Howland, Indian Island, LaGrange, Lincoln, Lowell, old Town, Orono, Passadumkeag, and the unorganized territories of Argyle, East Central Penobscot and Twombly.

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LOCAL 2327 Candace D. Hogan Assistant Business Manager

There has been a lot going on recently in the Local. Due to another 6&6 Retirement incentive offer we have lost 31 members already this year. More on the positive side, we have also filled over 20 bids with lots of movement within the state. Six temporary operators in the Directory Assistance offices in Bangor and Portland have been made permanent. This will make them eligible for more benefits, including tuition aid and savings plans, besides giving them more job security. The Work & Family Committee has approved a substantial increase in the allowed dollar amounts for Child Care Reimbursement and also increased the cap on income eligibility requirements.

Funding has been approved for NYNEX to go forward with ATM (Asynchronous Transfer Mode) to provide interactive video to schools in Maine. This will provide work for our members and benefit the State of Maine in our competitive market.

The James H. Mayo Scholarships have been awarded. Congratulations to Michelle Clark, Erica Graffam, and Jacob Metzler.

For the fall semester of the Next Step program there should be at least one other location available in the northern half of the state to make travelling easier for our members that want to take advantage of this benefit. Other options are being looked at also so that none of our members are denied access to the program because of working in a remoter location.

The NYNEX/Bell Atlantic merger has us all in a state of wariness. There is also a meeting scheduled in June with the C.E.O. of network Services to get assurances of work and jobs in New England. Without that, we will be forced to oppose the merger with all avenues available to us.



U.A. Local 217 Plumbers & Pipefitters

Joseph Asali
Business Manager

Work is picking up a little at Douglas Brothers, and National Semi Conductor. SEBIE has been awarded the pneumatics which has gone out to bid to, KSI Inc., Grosso Co. and Coastline Industrial Piping. Jobs for 15-20 men for the duration of the project. KSI may be planning to bring their fabrication

shop to Portland. This will bring all their high purity fab work here for all of New England. We have a chance of a life time to organize a lot of these non-union employees at National. All members of all trades should be explaining that union pay scales and ben-

efits can be theirs also, just by approaching the union hall. I will set up a seminar for non-union employees at the hall detailing the reasons for being a union craftsman.

The L.E.A.D., trade specifics is being scheduled. If you haven't attended this part of the course please contact me at the hall. There will be a class in advanced welding, basic welding this spring and fiber-optics in the fall. I put in for a grant for the valve equipment that will be used by all three locals of District Council 50. If you are interested in being an apprentice or jour-

neyman instructor, please send a letter to Jim Pritchard, for journeyman and Steve Amoro for the apprentices.

The Market Recovery Plan has been approved by the local 217. I would like to thank all members who attended this important meeting.

Brother Ken Lewis has passed away after a short time of a fast moving, uncontrolled cancer. Fare well Kenny, we'll miss you.

Remember the primaries on June 11th, get out there and be heard. Labor more than ever must do its part to secure our future!

Carr Nominated

cont. from page 1

their communities and to the political process."

Carr was instrumental in raising more than \$50,000 for the Maine Special Olympics, spearheading a fund-raising campaign, during a paper mill expansion project, where fellow construction union members contributed one dollar a week from their paychecks.

Carr also led the effort in 1990 to build a training center for the Ironworkers Apprenticeship Program in Clinton. And he was responsible for acquiring several grants from Maine Department of Labor to teach specialized safety courses for high-elevation work.

Throughout his career, Larry was dedicated to improving the skills of ironworkers," said Richard Grandmaison, Maine State Director for the U.S. Department of Labor's Bureau of Apprenticeship and Training. "His unwavering support for quality standards and maintaining the integrity of apprenticeship has not gone unnoticed."

Carr has also served as a member of the executive board of the Maine AFL-CIO; as president of the Ironworkers Local #496; president of the Central Maine Labor Council; and as vice president of Keyes Fibre Credit Union. He is also member of the Veterans of Foreign Wars and of the Elks Club.

Operating Engineers



Local 4

On June 11th and again on November 5 you will be asked to cast your vote on some very important issues concerning your livelihood and being a union tradesperson.

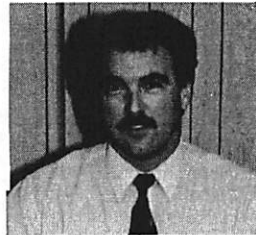
In the state of Maine there is going to be a vote to ban clear-cutting in all the unorganized townships of Maine. If this is passed it will jeopardize the jobs of over 50,000 people and an industry that accounts for over \$5 billion in sales and payrolls including your own. This measure is much too drastic to impose on our paper and prevent them from doing business as we know it today. Further restrictions and more job losses are something we cannot withstand in this day and age. I can't tell you how important it is for you to get out and vote. Your voice needs to be heard.

Organized labor is on the move. We need to be more involved in our local issues and on the national level as well. We have some excellent people running for State Senate and Representative seats, as well as Congressional. These seats are very important. We need to elect those who are our friends. Do the right thing and go to the polls and vote.

The work is slowly starting to break. Fraser Paper, James River, Champion and Maine Yankee have jobs soon to start.

Several members from Maine have gone to the Boston area where currently we have over \$11 Billion under contract and growing. We have projects underway in Southern New Hampshire with more coming soon.

Lane Construction has full employment and has paving projects going all over Central and northern Maine with more going to bid in the near future. The new plant in Belfast is up to speed and we have taken into Local 4 several new people from that area. In closing I would ask all members to get involved in organizing. Whether you're in the Building Trades or working the Paving Industry, we need to reach out to those who don't enjoy the same benefits and wages as we do. The



Rod Gillespie B.A.

unrepresented should have the same rights and living standards we enjoy. Tell them about the unions and the benefits you have. A rising tide lifts all boats.

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"Minimum Wage Must be Increased Now"

By
Congressman John Baldacci
2nd District

By now, most Americans know that President Clinton advocates raising the minimum wage by 90 cents over the next two years. Under the President's plan, it would increase by 45 cents each year, elevating the minimum wage from \$4.25 to \$5.15 per hour. Democrats in Congress are leading the fight to make this a reality, and I intend to do my part to ensure that working families earn a wage that will better enable them to meet their basic needs.

Newt Gingrich and others in Congress are threatening to block action on this important issue of compassion and fairness. Their arguments against the plan are both misguided and contradictory. They claim that such an initiative would be so costly to businesses that many jobs would be lost. On the other hand, they contend that such a relatively small increase in the wage wouldn't really help workers very much.

Study after study indicates that

job loss from an increase in the minimum wage is exaggerated and not a threat to the economy. More than 100 noted economists, including three Nobel Prize recipients, have endorsed President Clinton's plan.

As for their other claim, let me give you some examples of what this increase of about \$1,800 per year for a full-time worker would mean. It would buy groceries for an average family for six months, or pay the rent for nearly four months. The increase would provide health care for a year, or cover the utility bills for nine months. In short, it would make an enormous difference for working families struggling to remain self sufficient.

I support an increase in the minimum wage for several reasons. First, having not risen since 1990, the wages of those earning \$4.15 an hour have simply not kept up with inflation. The value of the minimum wage, in fact, has dropped by nearly 30% since the late '70's. That has resulted in diminished purchasing power for



Cong. John E. Baldacci

these consumers, which in turn poses an obvious problem for the economy.

Secondly, those working full time at the minimum wage no longer come close to earning enough to exceed the poverty level in this country. The annual salary for a full-time minimum wage earner today is approximately \$8,500. The poverty line is set at \$16,092 for a family of four.

The result of this growing gap between the minimum wage and the poverty level is that too many working families are forced onto welfare rolls. They find them-

selves in need of government assistance, such as Food Stamps and Aid to Families with Dependent Children (AFDC). An increase in the minimum wage will help some of these families transition away from public assistance. Studies indicate that for every additional dollar earned in wages, the government saves upwards of one dollar on AFDC benefits and 24 cents on Food Stamps.

When the last minimum wage increase was passed — some five years ago — it received overwhelming bi-partisan support and was signed into law by President George Bush. I hope that when this issue is finally voted on a strong majority in Congress will come to understand that the American people want and deserve this common sense change.

As with any issue, I welcome your thoughts and advice about this fight to increase the minimum wage. I believe it's a matter of basic fairness and compassion. I'd be interested in learning what you think. Thank you.

The best answer

Elizabeth O. Shorr
Senior Vice President
BCBS

Lately it appears that national media have seized upon HMOs and managed care as the newest whipping boy in the health care field. We find this ironic. In a world where federal legislators threw up their hands in defeat on attempting health care reform, and where Maine's Health Care Reform Commission recently stated after almost a year of study that Maine can't afford universal coverage, managed care provides the only hope in sight.

Instead of cutting back on quality access to care, managed care gets us more for our health care dollar by carefully integrating and coordinating health care services, by providing care in the most appropriate location and by adopting the best possible methods of care.

Unlike traditional fee-for-service health care plans, where doctors and hospitals are paid for every service or treatment they provide, in managed care health care providers agree to accept a set per-patient fee each month in return for taking care of plan members.

Pivotal to managed care is the primary care doctor — a physician who is a family practitioner, pediatrician, or internist — who knows the patient, maintains all of his or her records, and coordinates care by specialists, hospitals, and others who provide health care services.

It is also the primary care physician who makes sure the patient has a full range of preventive care,

MAINE AFL-CIO ENDORSEMENT

As you know, we have a Primary Election coming up on Tuesday, June 11th. The Maine AFL-CIO Executive Board has decided not to make endorsements in the major contests for the U.S. Senate and the U.S. Congress. However, the Executive Board did make several state legislative primary endorsements at its last meeting. These endorsements are as follows:

MAINE HOUSE OF REPRESENTATIVES

District #23	CHARLES LaROU AFSCME member
District #34	ANNETTE HOGLUND 93% Labor voting record
District #48	THOMAS BULL
District #85	ROBERT GALLOUPE MSEA member
District #90	GERALD BOUFFARD MSEA member
District #96	THOMAS DOORE JAFF member
District #100	KENNETH GAGNON
District #118	RICHARD GWINN

MAINE SENATE

District #4	DONALD COLE UPIU Local 327 member
District #7	MARY CATHCART 94% labor voting record
District #20	EDWARD MADDEN Machinist Local S7 member

"Maine Needs A Raise"

A town meeting on "Maine Needs A Raise" will be held at 2:00 pm, Saturday, June 15, 1996 at Luther Bonney Auditorium, University of Southern Maine,

We hope that you will do everything possible to help these endorsed candidates if you have members living in any of these districts.

Portland. This event is co-sponsored by Maine AFL-CIO, Catholic Diocese of Portland and the Coalition for Economic Justice.



John Griffin
U.A. Organizer
New England States

I recently attended a one week training session at the George Meany Labor Center in Silver Springs, Maryland along with 40 other Building Trades organizers. During the week many instructors from the trades spoke on organizing.

The focus for the Building Trades and all U.A. Locals will organize the unorganized. Our future depends upon securing the work we have lost over the years.

As you can see, Cianbro, NorthEast and Bancroft are taking our jobs. We must start organizing in every U.A. Local in Maine. Please remember, if we control the workforce, we control the work. The nonunion worker is not your enemy, it's the contractor he works for.

GET THE SKILLS THAT PAY THE BILLS

by Lynne Liamstien
Ass't division Director
Bureau of Labor Standards
Industrial Safety Division
Department of Labor

Do you know that the Safety Division of the Bureau of Labor Standards offers training and consultation on many workplace health and safety topics at no charge? Part of Maine's Depart-

The Best Kept Secret

ment of Labor, the Safety Division has a staff of 12 full-time workplace safety and health consultants who can answer your questions on OSHA regulations, train employees, or help identify hazards at your workplace.

The Safety Division also has a lending library with over 200 videotapes you can borrow for a two-week period. Topics include electrical safety, scaffolding, trench-

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1996 COPE Convention

We want to remind you that our COPE Convention is being held on Friday and Saturday, June 14-15, 1996 at the Sheraton Tara Hotel in South Portland. The Convention Call was sent to your local union in early April. The new national political director of the AFL-CIO, Steve Rosenthal, will be the tentative speaker.

Every local union should be represented at this important convention. Please send in your credentials now. You can get a room at the Sheraton by calling 207-775-6161 and saying that you are attending the Maine AFL-CIO Conference. The COPE Convention will be followed on Saturday afternoon by a Maine Needs a Raise Town Hall Meeting.

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er for most people: Managed Care

from regular checkups to routine tests. Preventive care is the key-stone of managed care, because it's a simple truth that the best way to keep people healthy and hold down costs is preventing illness or injury from occurring in the first place. Along the same lines, if illness should occur, treating it early gives the patient the best chance of recovery.

From a patient standpoint, managed care is not new-- it promotes the kind of personal relationship with a "family doctor" most of us knew growing up. But behind the scenes, the care is supported by a highly advanced system of individual case management and data collection. By focusing on what the data tells us, we can make sure that doctors know what has worked best for focusing on what data tells us, we can make sure that the doctors know what has worked best for patients statewide so that they can apply those lessons to other patients. At the same time, the doctor can identify treatment areas where results have been less positive and take steps to improve care.

Individual case management for serious conditions such as cancer, heart disease and diabetes has also proved to give patients better, more individualized care while achieving substantial cost savings. This is because each patient gets personal attention that keeps his or her disease from resulting in unnecessary hospitalization or emergency care.

Many independent studies show that the leading kind of managed care plan-- the health maintenance organization or HMO--

has been successful in giving members better care while holding down costs.

- Elderly HMO members with cancer are more likely to be diagnosed at an early stage than elderly people with fee-for-service coverage because HMOs cover routine cancer screenings and annual physicals (federal Health Care Financing Administration).
- Women in HMOs are more likely to obtain mammograms, Pap smears and clinical breast exams than women in fee-for-service programs (federal Centers for Disease Control and Prevention).
- Over 12 years, HMO members had up to 40% fewer hospital admissions and saved up to 28% on health care costs-- without lowering their health status (The Rand Corporation).

Nationally, enrollment in HMOs has quadrupled in the last decade: One in five Americans is now covered by an HMO. Here in Maine, where Blue Cross insures more than 450,000 people, already more than one-third of our eligible members are covered under an HMO or other managed care arrangement.

Our managed care plan members are very enthusiastic about their health plan. The national media's scare stories highlight the small number of individuals who have had a bad experience with their health care and ignore the millions who are receiving the best care of their lives at the lowest cost of their lives. We believe that the majority opinion should rule.

et in Workplace Safety

ing, confined space entry, hazard communication, personal protective equipment, respirators, and many more. All we ask is that you pay the return postage.

Another service the Division offers is a low-interest loan program administered by the Finance Authority of Maine. Employers can apply for a loan to purchase safety or health equipment.

Several times each year the Safety Division puts on 5-day classes on the OSHA standards in different locations throughout the state. Some of the courses cover the rules for construction and some cover the rules for general industry. Participants get a copy of the standards and a certificate of completion. Hundreds of Mainers (and a few out-of-staters) have taken the courses and most have found them very interesting and worthwhile. There is no charge to take a course.

We have heard that some employers don't use our services because they think it will get them in trouble with OSHA. In fact, the opposite is closer to the truth. We call our services "voluntary compliance," which means that the

company is choosing to make the workplace safer and comply with the laws. A company that complies voluntarily has less reason to worry about OSHA than one that ignores safety problems.

For private companies the Safety Division has no power to enforce OSHA regulations or issue fines. We do enforce the regulations in public places of employment, such as state, county or municipal workplaces.

The Safety Division prides itself on offering professional workplace safety and health services at no cost to the individual employer or worker. We want everyone in Maine to know we're available to help. We don't want to be a secret anymore.

For more information or to request services, call the Safety Division of the Bureau of Labor Standards at 624-6460.

America Needs A Raise Now

Continued from Page 4

ing and no pathway to advancement or promotion.

The associate director for Northeastern University Center for Labor Market Studies notes that some companies are actually firing people and encouraging high turnover just to keep wages down. Professor Paul Harrington said there is a large and growing set of these firms that have designed low-wage, high turnover personnel policies.

Greedier Policies

These short sighted, greedy policies are having three long-term results:

(1) *They have brought the American middle class that has been the nation's economic and democratic strength to the edge of extinction.*

(2) *They are threatening the quality and long-term viability of the American workforce.*

(3) *They threaten the existence and competitiveness of American industry itself.*

Calls Conference

The latter point was recognized recently by President Clinton who brought together a group of 100 top companies to outline a new policy of corporate responsibility but also to praise these companies for running a different kind of operation that recognizes, rewards and trains employees rather than treating them as a commodity to be purchased and burned up at the lowest possible cost.

These companies have found that doing right by their workers makes sense for the bottom line," said Labor Secretary Reich. "The question to be addressed is why don't other companies feel the same. Why don't other companies see a consistency between upgrading the skills and wages of workers while delivering a high return to shareholder investments?"

Five Major Points

In a speech following the White House Corporate Citizenship Conference, President Clinton outlined the "five pillars" of his plan to foster better corporate citizenship:

- (1) Adequate health insurance.
- (2) Protected pensions.
- (3) Partnership between workers and management.
- (4) Training in quality skills.
- (5) A safe workplace.

President Clinton believes government has a role in helping businesses help workers.

He called for a reinstatement of a now-lapsed tax break that encourages businesses to provide workers with educational assistance.



Charles O'Leary

Clinton also advocated a 10 percent tax credit for small businesses providing tuition assistance to workers.

Need New Attitude

In addition Labor Secretary Reich is pushing the Administration toward additional federal regulations, tax incentives and other measures that would encourage companies to show greater responsibility toward their employees and toward the communities in which they are located.

Some companies such as Lawrence Fish of the Providence-based Citizens Financial Group award growth bonuses and recognize employee service to the community. They also know that if business does not put an end to corporate myopia it will destroy itself.

"There is a larger dimension to shareholder wealth," said Fish, "and it begins with employees and customers. If you don't build that growth, it is not a viable long-term strategy."

Management Is The Problem

In effect the most recent studies are again telling us the same thing that a very extensive MIT study told us seven years ago - the basic problems of the American economy and American industry don't rest on the backs of American workers - they are the fault of shortsighted, profit greedy management that fails to respect, value and help in any significant way to train American workers.

In the decade of the 1980s and on into the present decade this country has experienced a painful jolt. The average worker may not know the detailed statistics but he or she knows and painfully so the end result of the competitive decline of one major industry after another. Not as a result of unions, or high wages or worker productivity but rather as direct result of corporate blindness and a rush to disregard workers and return to the management policies of 100 years ago.

Economic Upheaval

No wonder Americans are uneasy. The lives of millions of workers have been thrown into economic upheaval. Better management and a willingness to put long-term growth above quick-buck profits have helped other nations forge ahead of the United States in dozens of major manufacturing areas. Some companies like Harley-Davidson are awake and beating out international competition with American work-

ers, American pay and American benefits. Other companies are still asleep and living a dream of quick profits and poverty level workers.

In the 1980s workers began to be aware and feel the pain as the mass layoffs began and went on into this decade - 300,000 at General Motors, 150,000 a Ford, 180,000 at IBM and tens of thousands more in steel, textiles and other industries - continuing right up to the present as telephone companies announced that 40,000 would be laid off.

Other Nations Gain

During this same period workers in other countries were gaining until toward the end of the 1980s ordinary German and Japanese workers were earning more than Americans. The massive problems were not caused by labor but by immobile, myopic management. Unfortunately much of American management still refuses to change its way of thinking and these outmoded "the-hell-with-workers" patterns are endangering not only the companies but the entire economic fabric of the United States.

America and American workers need a raise. And organized labor is pushing hard to achieve this end. Nationwide the AFL-CIO is driving to put workers and their needs in the spotlight during this political season. This message is beginning to resonate with American families struggling in a system that does not reward their hard work but gives huge payouts to the people at the top of the economic ladder, said AFL-CIO President John J. Sweeney.

Family Stress

Focus groups and polls show that Americans are concerned most about the stress on families caused by the need for both parents to work, and by the job insecurity resulting from corporate mergers and downsizing. Our union brothers and sisters are leading the way in meeting this challenge of economic disenchantment with a renewed, fighting spirit.

This year we have the duty, the obligation and the opportunity to make the voice of labor heard in the political arena.

We need and must have office holders who understand the problems facing American workers and American families today. We do not need nor can we tolerate office holders who fight every measure that would help workers from family leave and the minimum wage to strengthening OSHA and workplace safety. It will take time to make the massive and necessary change in "corporate culture" to put in place the planks in President Clinton's structure of new-found corporate responsibility. But it will take far less time, only some five months, to put in place office holders who will be voting for workers instead of against them, for help for American families instead of for their destruction and for tax and economic fairness instead of for multi-billion dollar tax breaks for the wealthy.

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Brothers and Sisters, we want you to have your Record! When you have a change of address, please let us know. Be sure to include your old address and please don't forget to fill in L.U. No. This information will be helpful in checking and keeping our records straight.

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SCIATA:



Intense Leg Pain



Intense leg pain... numbness... tingling or burning. Pain radiating throughout your lower back. Any or all of these symptoms are frequently associated with "sciatica." While all leg pain is not sciatic in nature, the extent of sciatica is best determined by your chiropractor.

Simply defined, sciatica is an extremely painful condition involving your sciatic nerve. The sciatic nerve is the largest and longest nerve in the human body which extends along the back of the leg from the buttocks to the inside of the ankle. When the sciatic nerve becomes inflamed or traumatized in any way, the result is agonizing, distressing and often temporarily debilitating. People often mistakenly refer to this condition as a "slipped disc".

If you are experiencing these symptoms, you may feel discouraged or afraid. You may be thinking that this type of pain and physical incapacity must mean facing the risks and consequences of surgery or drugs. You may even fear that nothing will help.

DIAGNOSING YOUR PROBLEM

However, studies have suggested chiropractic care to be helpful in the relief of the symptoms of sciatica. Your chiropractic Physician is ready to work with you to alleviate your discomfort and restore you to better health as quickly as possible.

By designing a treatment program especially for you, your chi-

ropractor may be able to help you on your way to feeling better naturally without resorting to other drastic, costly and often no more effective measures.

Here's a sample program you may expect from your doctor of chiropractic...

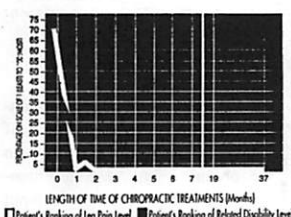
If you are not familiar with a visit to the chiropractor, you will find the initial encounter similar to that of a visit to a medical doctor. It is important to take a detailed health history in order to determine the exact nature of your difficulty and to determine if the assistance of other types of health professionals is warranted. Your chiropractor is most interested in your questions and inquiries, so please don't hesitate to offer your input.

Information about the length and intensity of your condition will enable your chiropractic practitioner to choose the most appropriate types of treatment and best offer you a comprehensive picture of your healing process.

DESIGNING A TREATMENT PROGRAM

X-rays may be ordered if applicable so that confirmation of the diagnosis may be made. Depending on the severity of your case, more thorough and specialized diagnostic tests such as a CT scan or MRI may also be ordered.

In addition, your chiropractic physician will perform a physical exam—which usually includes general physical orthopedic and neurological evaluations in addition to specific chiropractic assessments. This will enable the doctor to locate the areas of pain, restriction of motion, and the extent of your problem.



Your doctor of chiropractic will work with you to design a unique treatment program for you. It will take into account your particular symptoms, needs and restrictions. Your understanding of the condition will better enable you to participate in your recovery process. It is important to note that recovery from sciatica is usually slower than recovery from simple back pain. While relief may be obtained in a short period of time, it is worth remembering that the severity or the condition may require longer treatment.

Studies show that after one month, 30% of people with sciatica recover with conservative management; 50% recover in three months; 70% recover in six months. Whereas, 80-90% of cases involving simple back pain are resolved within one month.

Sciatica is a particularly difficult condition in that it may involve muscles, bones, discs, ligaments and nerves which each require several steps in their healing. The chiropractor's goal is not merely to bring relief to your pain, but to identify and correct the source of it as well!

YOUR TREATMENT MAY INCLUDE

ADJUSTMENTS: Removing pressure from the sciatic nerve will help relieve the pain and allow your body to heal itself. One effective way to accomplish this is through adjusting the spine and musculature. This is termed a chiropractic "adjustment." An adjustment is designed to achieve several objectives: it is intended to decrease muscle spasm and to help restore normal mobility to an area. The increased mobility is believed to promote circulation which helps ensure proper nutrition to the joints and spine, thereby decreasing irritation, inflammation and pain.

An adjustment may be done by your chiropractor's hands and may be assisted by a special table and other special aids specifically created to facilitate the adjustment. Your practitioner of chiropractic may also use a small, hand-held instrument (called an ACTIVATOR) which allows the application of a specific low force to the needed area without discomfort to you.

Adjustments are continued throughout the healing process. In addition to the adjustments, employ one or more of the following therapies depending on the severity of your condition.

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tunity to work with you for your complete healing. We believe you will find that the knowledge and relief you gain through working with your chiropractor may make a difference for your good health and comfort right now and in the future.

THE CHIROPRACTIC APPROACH

The better you are able to comply with the recommended treatments and schedule, the more likely your recovery will be complete and effective in the shortest time possible.

For nearly a century, doctors of chiropractic have cared for the health needs of millions of people.

Enjoy life to the fullest. Isn't it time you talked to your chiropractor?

CHIROPRACTIC SCIENCE

Chiropractic is the science which concerns itself with the relationship between structure, primarily the spine, and function, primarily the nervous system, of the human body, as that relationship may affect the restoration and preservation of health.

Published solely in the interest of Chiropractic Health Education. "This information is published as educational in nature and is not meant to substitute for consultation or treatment by a physician."

The damage that has occurred causing sciatic pain or "sciatica" may have been caused by accident or trauma to the area. Muscles, bones, ligaments, discs or nerves which are inflamed or otherwise impaired may place pressure on or irritate the sciatic nerve causing severe pain.

Possible causes of Sciatica:

- A. Sprained Ligament
- B. Disc Bulge
- C. Jammed Facet Joint

Many unnecessary surgeries are performed to remove discs when it is estimated that only 1-3% require surgery. A more conservative approach to treatment such as that offered by chiropractic may produce better results at less risk and cost.



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\$30,155,000

Maine Yankee's 1995 payroll was over \$30,155,000.

1,000

One thousand additional jobs, many of which are filled with Maine people, are created at Maine Yankee during refueling outages every 18 months.

\$12,046,000

Maine Yankee paid \$12,046,000 in municipal and state taxes in 1995.

3.8¢

Maine Yankee's five-year average cost of electricity (all costs included) is just 3.8¢ per kilowatt hour. (1991-1995 average)

Maine Yankee

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Jean Hay

Democrat for U.S. Senate

"Jean Hay ... is true to her feminist, environmental, and working class roots."
Maine NOW Board endorsement nomination to National NOW, February 2, 1996

"I do not recognize my America in the Republican push to deny health care to children and the elderly."

"I do not see my America in the Republican attempts to abolish the minimum wage."

— Jean Hay, announcement speech, Lewiston, Feb. 12, 1996

"I think it's high time we redefined the implied warranty in this Contract with America. It's time to renegotiate."

— Jean Hay, The Aroostook Democrat, December 1995

"I was taught that education was the key to a better, more prosperous America. Instead, Congress tells people to get a job, but refuses to loan them money for education or job training, or provide them with day care for their children."

— Jean Hay, Portland Democratic Caucus, Feb. 25, 1996

"The minimum wage should be a living wage. People who work full-time, 40 hours per week, 50 weeks a year, should be able to provide for the basics of their family's survival from the proceeds of their labors."

"The Earned Income Credit is a business subsidy, one which lets off the hook those businesses which pay substandard wages."

"I will work very hard to make the minimum wage a living wage. Right now, that would mean around \$6.50 an hour. I contend that, as a general rule, workers should be paid by the people who employ them, rather than by the taxpayers through the back door."

— Jean Hay in remarks to the Maine Chamber and Business Alliance, Portland, April 18, 1996

Authorized and paid for by Jean Hay for U.S. Senate
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SAFE JOBS

Cont. from page 1

During the past 25 years, standards have been passed and enforced in the American workplace by the Occupational Safety and Health Administration (OSHA). The result of those years of OSHA enforcement has been a dramatic reduction in the numbers of workplace related injuries, illnesses and deaths. Even with the significant gains made in workplace safety, the workplace statistics are staggering.

1) Last year 6,567 workers lost their lives on the job and 50,000 more died because of workplace diseases such as cancer and asbestosis.

2) Last year, more than 6,500,000 workers were severely injured at work.

3) Last year, the pain and suffering of the American worker or his or her survivors continued.

4) And yet, last year our 104th Congress voted to cut OSHA's budget for enforcement, thereby crippling OSHA's ability to promulgate and enforce standards.

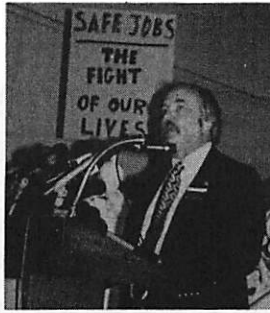
5) Last year Congressman Jim Longley voted to cut OSHA's enforcement budget, thereby exposing workers to more hazards, more injuries and a greater chance of dying at work. Last year Congressman Longley voted against workers safety in four key votes.

• We must not balance the budget with the blood of the American worker!

• Let the corporations sacrifice the \$150 billion dollars in corporate welfare to balance the budget.

• Keep the promise alive to protect the workers of our land.

• We must vigorously enforce safety and health laws and apply the fines collected toward the OSHA budget!



Steve Perry

• We must not allow corporate power and influence on Capitol Hill to usurp the sovereignty of the people.

A five year review of the Maine's workplace safety data, as compiled by the United States Bureau of Labor Statistics, reveals the direction which both the State and the Nation are headed under the current Congress.

The statistics show that while the number of compliance officers has doubled since 1992, inspections have dropped from 623 down to only 245 (annualized figures for 1996). Unfortunately the number of "reported" injuries and illnesses increased between 1992 and 1994.

Most Safety and Health experts agree that unless OSHA is fully funded for its mandated responsibility to enforce the provisions of the OSHA Act, that workplace deaths and injuries will continue to rise in this country and in this State.

Therefore:

1) This year we must educate all workers, both union and non-union, about the shadow of death which the 104th Congress is spreading throughout the workplaces of our land.

2) This year we must mobilize all concerned citizens to let their voices be heard on this matter of life and death in the workplace.

3) This year we must make our votes count on election day!

4) This year we must elect members of Congress who protect and serve the people!

This is not a party issue. Its a human rights issue. Both Democrats and Republicans are injured and killed on the job every day! It is corporate America that wants OSHA's enforcement power diminished.

Workplace accidents are preventable through diligent safety and health programs. However, voluntary programs have failed miserably in the past. The failure of most employers to voluntarily and adequately protect workers marked the need for the OSHA Act and OSHA enforcement. That need still exists today. We do not need to experiment further with voluntary programs. We need to improve the safety and health laws currently on the books and enforce them vigorously to protect workers and their families.

(At Right) James F. Thiel, Chairman of Maine Injured Workers Victims also spoke.



David Savage, B/M



U.A. Local 321 Plumbers & Pipefitters

UA Local 321 will be taking applications for the apprenticeship program June 17-21 and June 24-28, 9:00 am to 12:00 non at Union Hall.

This is an election, so don't forget to support our friends in their campaign. Also any donations that you can make to the UA Political Action Fund in Washington would be greatly appreciated. The General Office donated over \$13,000 to the elections in Maine the last time around.

Work has been pretty decent to date. The mill-wide outage at James River in Old Town has gone well.

Work in new England is still slow, but the Midwest is excellent. Enjoy your summer!

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MAINE'S UNION PRINTER

Who Can Meet The Special Needs Of Labor?

The Labor Benefit Specialist at Blue Cross and Blue Shield of Maine.

Employee benefits are becoming increasingly complicated and confusing. That's why Blue Cross and Blue Shield of Maine has a Labor Relations Specialist dedicated to serving the needs of Organized Labor. Our trained professional can:

- Explain and evaluate your current benefits including: health, dental, life, disability, and pensions
- Explain benefit and funding alternatives
- Assist in generating proposals for contract negotiations
- Provide information on healthcare trends and solutions to rising healthcare costs.

Remember, this service is available whether or not you are currently covered by Blue Cross and Blue Shield of Maine.

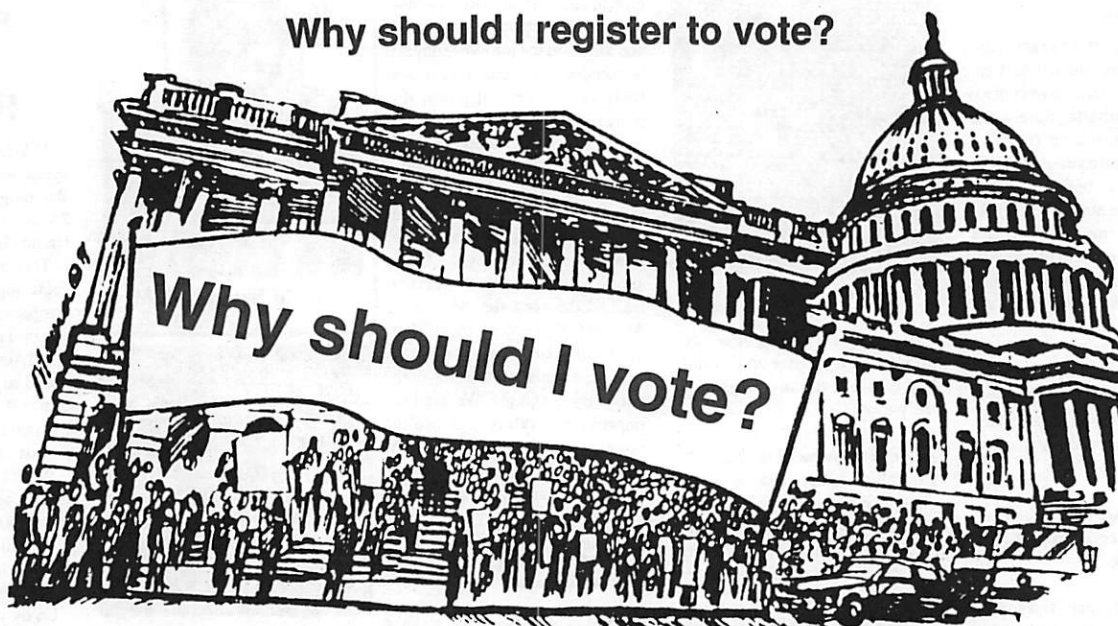
Call Don McNamara in our Labor Relations department today.

822-7453



BlueCross BlueShield
of Maine

Why should I register to vote?



Why should I register to vote?

If you're not registered, you can't vote! You can never voice your opinion at the ballot box.

Why should I vote on June 11th?

As workers, we need to vote to make our voices heard. The stakes are higher than ever for us right now because our rights as workers and our families' economic security are under attack in Congress.

We MUST vote on June 11th:

- ✓ To protect our jobs.
- ✓ To protect our wages and the Davis-Bacon prevailing wage law.
- ✓ To protect our right to a safe and healthy workplace.
- ✓ To protect our right to belong to a strong union — which is not controlled by the company.
- ✓ To protect the 40-hour work week and our right to overtime pay if we work long hours.
- ✓ To protect things like student loans and Social Security and Medicare that help provide a decent future for both the young and older members of our families.

MAINE STATE BUILDING & CONSTRUCTION TRADES COUNCIL ANNOUNCES ENDORSEMENTS

- **Joseph Brennan — US Senate**
- **Dale McCormick — US Congress, First District**
- **Mary Cathcart — State Senate, District #7**

Authorized and paid for by M.S.B.C.T.C., John Griffin,
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Labor Opposes Clear Cutting Ban

**Help Fill this Place
With Labor's Friends
Or Pay the
Consequences.**

When you let
your enemies
make the laws,
you lose
everytime.

